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ABSTRACT

The tables in this report on professional salaries were prepared using data submitted by Maryland's 24 public school systems in the fall of 1997. Salaries include annual pay for 10-, 11-, and 12-month employees in positions listed. All data reflect the conversion of part-time employees to a full-time equivalent. The position types used in the report are based on definitions included in the Instructional for the Annual Staff Reporting, Maryland Public Schools, April 1997. Directors, coordinators, and supervisors include persons in charge of instructional and noninstructional services within the school system. A figure provides data on amount above/below statewide average teacher salary. Three tables provide data on salaries of professional staff employed in Maryland public schools, teachers' salaries indexed to region, and average salaries for selected positions and 10-year percent change. Highlights of the report include: (1) the average salary for principals increased about 3 percent from 1996-1997 to 1997-1998; (2) compared to the 1996-1997 results, the mean on statewide teacher's salary is slightly higher in 1997-1998; (3) the average teacher salary increased in four geographical regions of Maryland (western, southern, lower shore, and upper shore); and (4) pupil personnel/school social workers showed the biggest gain in average salary. (SM)

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Analysis of Professional Salaries
Maryland Public Schools
October 1997

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Analysis of Professional Salaries
Maryland Public Schools
October 1997

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Introduction

The tables in this report were prepared from the data submitted by the 24 Maryland public school systems in the fall of 1997. Salaries include annual pay for 10, 11, and 12 month full-time and part-time employees in the positions shown. All data reported reflect the conversion of part-time employees to a full-time equivalent.

Calculations

The average (mean) is computed by dividing the sum of the individual salaries by the sum of the full-time-equivalent positions. The value of the mean can be distorted by extremely high or low salaries in the distribution and may not provide an accurate estimate of the population average. Therefore, the median (middle value) is also provided as another estimate of "average." The median represents the salary which divides the group in half. The first and third quartiles are provided as an estimation of the distribution of salaries across groups. Quartiles represent a division point similar to the median. The first quartile indicates the salary below which twenty-five percent of salaries fall while the third quartile represents the point above which twenty-five percent of salaries fall. Inspection of Table 1, page 8, reveals that twenty-five percent of teachers in Maryland are paid $30,488 or less while twenty-five percent make $48,970 or more.

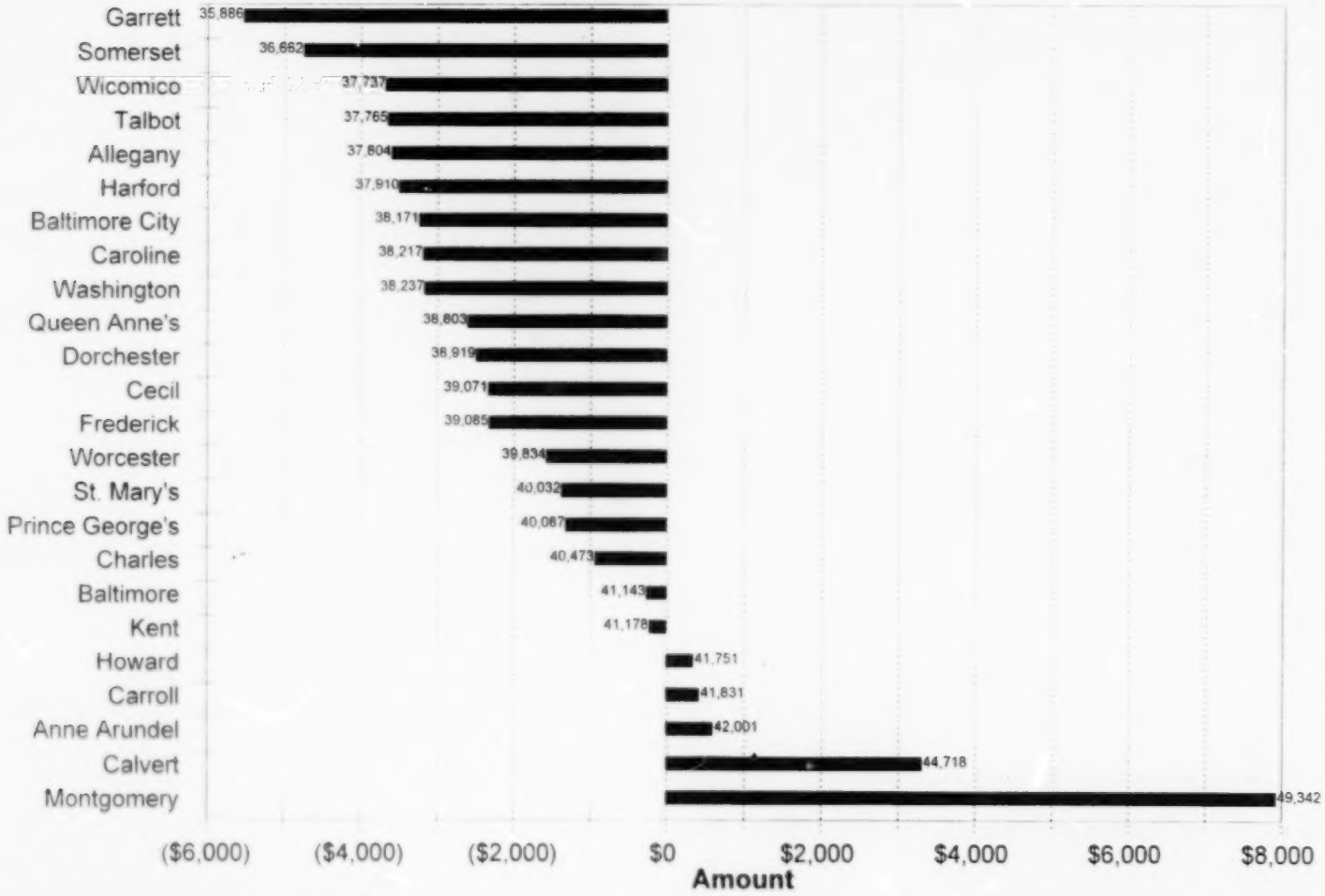
Position Classifications

The position types used in this report are based on definitions included in the *Instructions for the Annual Staff Reporting, Maryland Public Schools, April 1997*. Directors, coordinators, and supervisors include persons in charge of instructional and noninstructional services within the school system.

Highlights

- The average salary for principals in Maryland public schools increased about 3% from $69,974 in 1996-97 to $72, 057 in 1997-98.
- Compared to the result ($41,257) from the 1996-97 school year, the mean on statewide teacher's salary is slightly higher in 1997-98 ($41,404) which is about a 0.4% increase.
- The teacher average salary increased in four geographical regions of the state, including western Maryland, southern Maryland, lower shore and upper shore. The increase ranges from $394 to $836.
- Pupil personnel/school social workers showed the biggest gain in the average salary, increasing from $50,874 to $56,155 between 1996-97 and 1997-98.

Figure 1
Amount Above/Below Statewide Average Teacher Salary
Maryland Public Schools: October 1997



Statewide Average = $41,404

Table 1

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1997

Local Unit	Superintendent				Deputy Superintendent			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$104,176	$97,850	$90,528	$120,000	$110,077	*	*	*
Allegany	93,730	*	*	*	+	+	+	+
Anne Arundel	115,000	*	*	*	+	+	+	+
Baltimore City	140,000	*	*	*	+	+	+	+
Baltimore	125,000	*	*	*	105,000	*	*	*
Calvert	106,000	*	*	*	+	+	+	+
Caroline	92,448	*	*	*	+	+	+	+
Carroll	131,678	*	*	*	+	+	+	+
Cecil	90,105	*	*	*	+	+	+	+
Charles	100,000	*	*	*	+	+	+	+
Dorchester	90,950	*	*	*	+	+	+	+
Frederick	99,000	*	*	*	+	+	+	+
Garrett	75,500	*	*	*	+	+	+	+
Harford	105,000	*	*	*	+	+	+	+
Howard	127,853	*	*	*	+	+	+	+
Kent	83,485	*	*	*	+	+	+	+
Montgomery	150,842	*	*	*	129,724	*	*	*
Prince George's	125,000	*	*	*	102,792	*	*	*
Queen Anne's	96,700	*	*	*	+	+	+	+
St. Mary's	95,000	*	*	*	+	+	+	+
Somerset	82,425	*	*	*	+	+	+	+
Talbot	94,992	*	*	*	+	+	+	+
Washington	90,000	*	*	*	+	+	+	+
Wicomico	103,500	*	*	*	+	+	+	+
Worcester	86,016	*	*	*	+	+	+	+

*The value cannot be computed for having less than 5 people in the position.

+No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1997

	Associate, Area, and Assistant Superintendent				Director			
Local Unit	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$84,801	$86,300	$77,947	$92,758	$78,250	$77,734	$71,749	$85,218
Allegany	+	+	+	+	65,997	*	*	*
Anne Arundel	95,059	*	*	*	85,218	85,218	85,218	85,218
Baltimore City	78,485	86,300	80,100	86,300	71,097	72,068	66,919	75,127
Baltimore	90,563	88,500	88,500	94,000	78,732	76,734	76,734	82,000
Calvert	91,000	*	*	*	83,882	82,430	82,358	85,358
Caroline	85,662	*	*	*	74,138	*	*	*
Carroll	90,877	*	*	*	83,314	84,234	84,234	84,234
Cecil	78,750	*	*	*	75,000	*	*	*
Charles	88,672	*	*	*	73,278	71,552	68,006	80,496
Dorchester	71,000	*	*	*	+	+	+	+
Frederick	79,170	82,000	74,500	83,250	73,727	74,000	72,000	76,000
Garrett	71,513	*	*	*	63,404	64,585	64,585	64,585
Harford	72,043	*	*	*	68,926	68,775	67,200	72,043
Howard	101,489	*	*	*	88,979	87,881	83,200	92,838
Kent	76,729	*	*	*	+	+	+	+
Montgomery	106,223	106,223	106,223	106,223	90,359	89,260	86,660	96,078
Prince George's	92,336	92,758	91,071	92,758	78,000	78,128	76,259	80,659
Queen Anne's	78,400	*	*	*	+	+	+	+
St. Mary's	82,132	*	*	*	70,292	74,307	73,372	78,505
Somerset	61,945	*	*	*	61,292	*	*	*
Talbot	79,244	*	*	*	66,309	*	*	*
Washington	73,815	*	*	*	62,396	67,361	56,781	67,552
Wicomico	77,340	*	*	*	67,127	65,681	64,970	73,940
Worcester	78,141	*	*	*	59,012	*	*	*

*The value cannot be computed for having less than 5 people in the position.
+No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1997

	Coordinator				Supervisor			
Local Unit	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$65,257	$68,495	$58,481	$71,961	$66,534	$65,774	$62,456	$71,399
Allegany	43,312	42,891	42,533	44,521	60,953	62,126	61,132	63,626
Anne Arundel	74,529	75,929	74,080	75,929	73,406	77,447	67,345	77,447
Baltimore City	62,406	62,784	59,442	64,425	67,754	70,545	63,411	72,020
Baltimore	69,922	70,555	70,555	70,555	64,693	63,425	61,799	67,465
Calvert	70,358	*	*	*	76,226	77,358	75,358	77,527
Caroline	46,368	46,904	35,818	54,300	62,216	64,274	57,350	64,900
Carroll	43,326	43,371	31,952	53,146	73,033	75,713	68,998	76,145
Cecil	65,286	66,478	63,577	68,078	66,729	*	*	*
Charles	63,563	61,720	59,555	70,080	+	+	+	+
Dorchester	46,712	*	*	*	66,213	67,581	65,340	67,581
Frederick	56,459	57,195	51,690	59,335	63,697	65,774	63,276	65,774
Garrett	45,546	45,526	44,401	49,200	59,698	*	*	*
Harford	+	+	+	+	61,519	64,603	58,356	66,828
Howard	94,864	*	*	*	76,701	74,144	74,144	81,833
Kent	+	+	+	+	66,271	68,471	59,905	71,084
Montgomery	79,151	80,546	75,922	80,546	82,449	85,007	80,127	85,007
Prince George's	70,700	71,583	59,884	83,592	70,801	71,766	69,451	71,766
Queen Anne's	+	+	+	+	66,304	67,522	63,865	69,072
St. Mary's	54,783	54,951	54,193	54,951	61,153	64,319	57,564	65,598
Somerset	49,958	*	*	*	59,551	58,871	58,871	60,638
Talbot	66,582	67,477	65,227	67,727	47,436	49,592	48,807	50,602
Washington	57,984	58,891	56,607	61,851	61,053	62,456	57,156	64,330
Wicomico	43,966	50,940	25,000	58,040	63,876	63,740	63,740	64,740
Worcester	53,251	58,596	46,065	60,761	68,643	68,839	67,028	69,439

*The value cannot be computed for having less than 5 people in the position.

+No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1997

	Pupil Personnel/School Social Worker				Principal			
Local Unit	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$56,155	$58,628	$45,057	$65,963	$72,057	$72,261	$65,968	$77,611
Allegany	41,563	42,255	36,781	44,521	60,609	59,098	57,473	64,230
Anne Arundel	65,909	70,145	67,094	73,194	78,094	78,996	75,929	80,814
Baltimore City	55,363	56,630	54,981	56,949	66,064	65,578	61,318	70,487
Baltimore	49,609	47,796	34,471	58,806	71,124	71,585	68,495	72,585
Calvert	71,634	74,812	61,775	76,801	79,816	80,358	76,358	82,358
Caroline	45,263	*	*	*	66,467	66,559	64,685	67,805
Carroll	60,871	65,024	50,329	69,021	74,011	73,715	71,484	75,912
Cecil	57,303	*	*	*	64,019	64,446	61,590	66,868
Charles	54,981	53,818	51,300	60,531	67,669	67,578	63,723	70,434
Dorchester	47,754	*	*	*	64,813	65,536	62,647	67,017
Frederick	48,881	49,870	37,776	55,409	66,626	65,774	64,617	65,774
Garrett	47,891	*	*	*	54,267	48,391	47,641	63,026
Harford	+	+	+	+	65,551	65,863	64,180	66,828
Howard	63,874	63,760	63,760	63,760	77,816	77,611	77,611	77,611
Kent	35,047	*	*	*	64,916	67,434	61,212	67,734
Montgomery	71,441	74,044	72,592	74,665	84,131	85,007	82,531	85,007
Prince George's	57,169	59,542	51,893	64,647	74,693	74,081	74,081	74,081
Queen Anne's	44,775	*	*	*	66,698	67,000	64,700	70,000
St. Mary's	49,826	50,772	46,788	53,351	66,176	67,801	60,936	72,011
Somerset	+	+	+	+	54,592	57,129	50,384	58,871
Talbot	24,794	*	*	*	61,717	62,163	60,663	65,356
Washington	53,446	*	*	*	63,788	66,259	63,063	66,259
Wicomico	46,650	*	*	*	62,797	62,590	62,060	64,180
Worcester	+	+	+	+	67,858	69,016	68,116	69,440

*The value cannot be computed for having less than 5 people in the position.

+No people reported in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1997

	Vice Principal				Therapist			
Local Unit	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$61,159	$61,805	$54,520	$65,774	$44,062	$41,593	$30,745	$48,276
Allegany	48,107	48,211	46,868	48,856	36,971	41,261	31,016	41,758
Anne Arundel	70,061	70,147	68,439	73,196	44,810	45,645	39,848	47,818
Baltimore City	55,534	55,331	51,905	58,131	40,269	38,623	32,670	47,085
Baltimore	63,808	63,345	63,318	64,889	43,655	42,015	30,488	48,554
Calvert	66,158	67,358	62,358	71,527	43,638	46,178	33,024	52,050
Caroline	54,004	53,100	51,100	56,703	40,676	40,890	37,794	45,411
Carroll	64,546	65,613	59,616	69,021	41,384	36,064	27,010	46,962
Cecil	53,572	54,479	49,939	57,450	39,953	39,242	33,692	43,992
Charles	52,058	51,777	48,417	54,002	44,965	46,478	27,441	47,223
Dorchester	51,217	48,562	46,556	55,106	43,236			
Frederick	58,223	59,335	54,246	63,947	39,833	36,377	27,738	44,559
Garrett	47,605	48,391	46,021	48,391	41,735	44,362	35,875	47,072
Harford	57,013	59,051	56,840	63,095	38,298	34,843	28,001	43,910
Howard	61,335	60,297	55,990	66,327	45,837	43,387	33,776	51,625
Kent	58,255	*	*	*	45,423	*	*	*
Montgomery	74,888	77,489	71,564	80,546	51,097	43,193	32,204	56,950
Prince George's	59,645	60,467	53,478	64,704	43,379	42,529	32,232	49,885
Queen Anne's	57,325	59,400	51,100	60,000	38,791	41,300	33,650	43,907
St. Mary's	50,715	51,902	44,868	54,651	39,537	43,186	31,026	46,975
Somerset	51,645	48,510	41,441	49,873	55,477	*	*	*
Talbot	44,663	42,973	38,597	51,612	43,100	*	*	*
Washington	52,378	52,932	47,029	56,607	39,785	40,531	36,883	43,267
Wicomico	53,407	53,225	49,940	55,750	41,653	42,995	41,510	44,770
Worcester	59,346	61,106	58,228	62,561	43,581	45,795	37,912	47,768

*The value cannot be computed for having less than 5 people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1997

	School Psychologist				Librarian			
Local Unit	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$51,227	$48,684	$39,188	$60,995	$45,875	$46,896	$37,718	$52,145
Allegany	50,041	*	*	*	39,749	41,261	41,261	42,752
Anne Arundel	59,468	60,997	52,060	67,094	45,293	45,645	42,015	49,974
Baltimore City	36,959	29,722	27,360	46,640	43,598	47,234	36,621	47,790
Baltimore	53,937	55,381	44,558	59,478	44,951	48,249	33,881	52,145
Calvert	56,248	45,594	31,410	67,940	46,786	52,050	33,024	56,159
Caroline	32,983	*	*	*	41,849	45,411	37,794	46,804
Carroll	57,298	54,077	50,951	66,024	46,148	48,970	38,675	51,231
Cecil	48,526	48,888	43,238	50,503	43,331	44,993	43,493	47,993
Charles	48,458	46,805	44,304	49,893	46,667	47,518	42,901	51,725
Dorchester	47,010	*	*	*	48,655	45,373	38,321	49,578
Frederick	53,292	58,088	45,585	60,386	42,520	42,281	36,805	49,557
Garrett	45,750	*	*	*	38,558	*	*	*
Harford	42,811	46,728	34,778	48,261	41,456	43,167	34,965	48,261
Howard	57,893	59,206	47,820	63,760	45,946	47,231	38,993	53,822
Kent	52,717	*	*	*	48,446	47,896	32,868	51,613
Montgomery	69,754	72,594	67,420	75,285	54,258	59,533	46,001	61,703
Prince George's	47,755	40,866	39,188	54,742	43,880	45,977	33,102	52,167
Queen Anne's	49,070	*	*	*	41,169	43,550	35,200	45,800
St. Mary's	44,612	44,823	37,462	51,990	48,216	49,481	47,440	50,575
Somerset	38,990	*	*	*	38,676	*	*	*
Talbot	49,000	*	*	*	41,890	41,650	41,500	45,500
Washington	50,538	47,656	42,343	57,189	37,870	38,707	29,587	44,677
Wicomico	51,278	*	*	*	43,294	42,900	41,750	44,770
Worcester	49,137	*	*	*	42,693	44,962	38,750	46,665

*The value cannot be computed for having less than 5 people in the position.

Table 1 (continued)

Salaries of Professional Staff Employed in Maryland Public Schools as of October, 1997

Local Unit	Guidance Counselor				Teacher			
	Average (Mean)	Median	1st Quartile	3rd Quartile	Average (Mean)	Median	1st Quartile	3rd Quartile
Total State	$47,861	$48,674	$37,240	$55,415	$41,404	$42,079	$30,488	$48,970
Allegany	40,275	42,255	36,693	43,249	37,804	41,261	32,904	43,249
Anne Arundel	56,046	58,411	50,292	63,721	42,001	45,106	33,240	49,402
Baltimore City	45,190	48,674	46,111	49,501	38,171	36,621	28,180	47,790
Baltimore	46,909	49,309	34,471	53,342	41,143	42,015	30,345	50,074
Calvert	51,865	54,624	52,050	57,548	44,718	44,112	35,281	54,624
Caroline	45,477	47,853	41,468	49,505	38,217	38,826	29,690	45,438
Carroll	45,199	45,958	33,678	52,986	41,831	42,442	30,891	49,986
Cecil	43,260	45,691	41,942	48,343	39,071	41,793	28,693	47,492
Charles	47,204	50,097	38,350	55,592	40,473	41,351	31,791	48,520
Dorchester	42,419	42,465	40,246	47,541	38,919	41,748	27,955	45,508
Frederick	45,943	48,953	40,151	51,690	39,085	38,419	29,201	47,437
Garrett	36,523	36,854	30,829	39,941	35,886	36,964	30,391	41,190
Harford	42,675	45,621	33,690	49,761	37,910	38,508	28,721	44,910
Howard	48,282	46,215	35,340	56,018	41,751	40,641	29,794	51,625
Kent	44,073	50,367	31,374	51,716	41,178	42,532	31,945	49,320
Montgomery	55,273	59,533	45,745	61,703	49,342	51,234	34,768	59,533
Prince George's	44,392	45,516	32,573	54,080	40,087	38,620	28,505	49,885
Queen Anne's	42,867	45,800	36,800	49,100	38,803	38,700	30,050	46,500
St. Mary's	40,404	44,251	31,246	48,512	40,032	41,227	30,017	48,388
Somerset	44,394	44,389	34,601	46,138	36,662	38,374	30,265	43,358
Talbot	39,120	36,960	33,110	46,200	37,765	40,700	28,600	45,300
Washington	36,298	34,147	27,763	46,087	38,237	40,531	30,499	46,087
Wicomico	42,837	44,935	41,630	46,560	37,737	40,310	30,510	43,420
Worcester	44,415	46,965	39,848	48,717	39,834	44,362	31,541	46,665

Table 2

Teachers' Salaries Indexed to Region: October, 1997

Local Unit	Average (Mean)	Percent Above/ Below	Median	Percent Above/ Below	1st Quartile	Percent Above/ Below	3rd Quartile	Percent Above/ Below
Baltimore Metropolitan	40,308		42,015		29,802		47,818	
Anne Arundel	42,001	4.2	45,106	7.4	33,240	11.5	49,402	3.3
Baltimore City	38,171	-5.3	36,621	-12.8	28,180	-5.4	47,790	-0.1
Baltimore	41,143	2.1	42,015	0.0	30,345	1.8	50,074	4.7
Carroll	41,831	3.8	42,442	1.0	30,891	3.7	49,986	4.5
Harford	37,910	-5.9	38,508	-8.3	28,721	-3.6	44,910	-6.1
Howard	41,751	3.6	40,641	-3.3	29,794	0.0	51,625	8.0
National Capital	44,746		44,432		32,373		54,080	
Montgomery	49,342	10.3	51,234	15.3	34,768	7.4	59,533	10.1
Prince George's	40,087	-10.4	38,620	-13.1	28,505	-11.9	49,885	-7.8
Western Maryland	38,366		39,619		29,822		45,382	
Allegany	37,804	-1.5	41,261	4.1	32,904	10.3	43,249	-4.7
Frederick	39,085	1.9	38,419	-3.0	29,201	-2.1	47,437	4.5
Garrett	35,886	-6.5	36,964	-6.7	30,391	1.9	41,190	-9.2
Washington	38,237	-0.3	40,531	2.3	30,499	2.3	46,087	1.6
Lower Shore	38,304		40,310		30,510		44,962	
Dorchester	38,919	1.6	41,748	3.6	27,955	-8.4	45,508	1.2
Somerset	36,662	-4.3	38,374	-4.8	30,265	-0.8	43,358	-3.6
Wicomico	37,737	-1.5	40,310	0.0	30,510	0.0	43,420	-3.4
Worcester	39,834	4.0	44,362	10.1	31,541	3.4	46,665	3.8
Upper Shore	38,902		40,893		29,690		46,500	
Caroline	38,217	-1.8	38,826	-5.1	29,690	0.0	45,438	-2.3
Cecil	39,071	0.4	41,793	2.2	28,693	-3.4	47,492	2.1
Kent	41,178	5.9	42,532	4.0	31,945	7.6	49,320	6.1
Queen Anne's	38,803	-0.3	38,700	-5.4	30,050	1.2	46,500	0.0
Talbot	37,765	-2.9	40,700	-0.5	28,600	-3.7	45,300	-2.6
Southern Maryland	41,473		42,561		32,513		49,187	
Calvert	44,718	7.8	44,112	3.6	35,281	8.5	54,624	11.1
Charles	40,473	-2.4	41,351	-2.8	31,791	-2.2	48,520	-1.4
St. Mary's	40,032	-3.5	41,227	-3.1	30,017	-7.7	48,388	-1.6

Table 3

Average Salaries for Selected Positions and Ten-Year Percent Change: 1987 and 1997

Local Unit	Selected Positions*			Principals and Vice Principals			Instructional Positions#		
	1987	1997	Percent Change	1987	1997	Percent Change	1987	1997	Percent Change
Total State	$31,932	$43,081	34.9	$46,586	$66,515	42.8	$31,147	$41,884	34.5
Allegany	27,718	38,758	39.8	37,230	56,680	52.2	27,231	37,915	39.2
Anne Arundel	30,657	44,260	44.4	51,661	74,913	45.0	29,566	42,881	45.0
Baltimore City	29,342	39,770	35.5	42,360	60,146	42.0	28,567	38,404	34.4
Baltimore	33,225	42,971	29.3	46,560	66,691	43.2	32,288	41,617	28.9
Calvert	31,628	46,378	46.6	45,585	72,821	59.7	30,805	45,078	46.3
Caroline	26,535	39,686	49.6	43,103	60,928	41.4	25,845	38,611	49.4
Carroll	29,616	43,348	46.4	43,666	68,849	57.7	28,939	42,119	45.5
Cecil	28,371	40,311	42.1	42,682	59,840	40.2	27,616	39,354	42.5
Charles	28,125	41,975	49.2	37,298	58,808	57.7	27,654	41,041	48.4
Dorchester	28,972	40,590	40.1	40,239	58,633	45.7	28,265	39,422	39.5
Frederick	28,371	40,574	43.0	43,190	62,309	44.3	27,567	39,507	43.3
Garrett	24,750	36,910	49.1	38,021	52,601	38.3	23,841	36,065	51.3
Harford	29,495	38,747	31.4	42,302	65,551	55.0	28,780	38,222	32.8
Howard	32,354	43,708	35.1	49,601	68,559	38.2	31,389	42,413	35.1
Kent	26,927	42,846	59.1	40,251	63,099	56.8	26,026	41,721	60.3
Montgomery	38,218	51,106	33.7	56,057	80,004	42.7	33,159	49,918	50.5
Prince George's	34,124	41,822	22.6	50,619	66,123	30.6	33,428	40,448	21.0
Queen Anne's	31,536	40,077	27.1	44,737	62,839	40.5	30,777	39,106	27.1
St. Mary's	26,847	41,156	53.3	37,101	58,961	58.9	26,290	40,307	53.3
Somerset	23,747	38,790	63.3	31,525	53,552	69.9	23,197	37,670	62.4
Talbot	28,869	38,913	34.8	40,251	54,256	34.8	28,165	38,069	35.2
Washington	29,122	39,247	34.8	41,911	59,688	42.4	28,416	38,263	34.7
Wicomico	28,203	39,031	38.4	41,261	57,312	38.9	27,517	38,094	38.4
Worcester	30,192	41,598	37.8	44,296	63,886	44.2	29,446	40,202	36.5

*Selected positions include principals, vice principals, teachers, guidance counselors, librarians, school psychologists, and therapists

Instructional positions include teachers, guidance counselors, librarians, school psychologists, and therapists

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